

# Pay and employment practices 2022

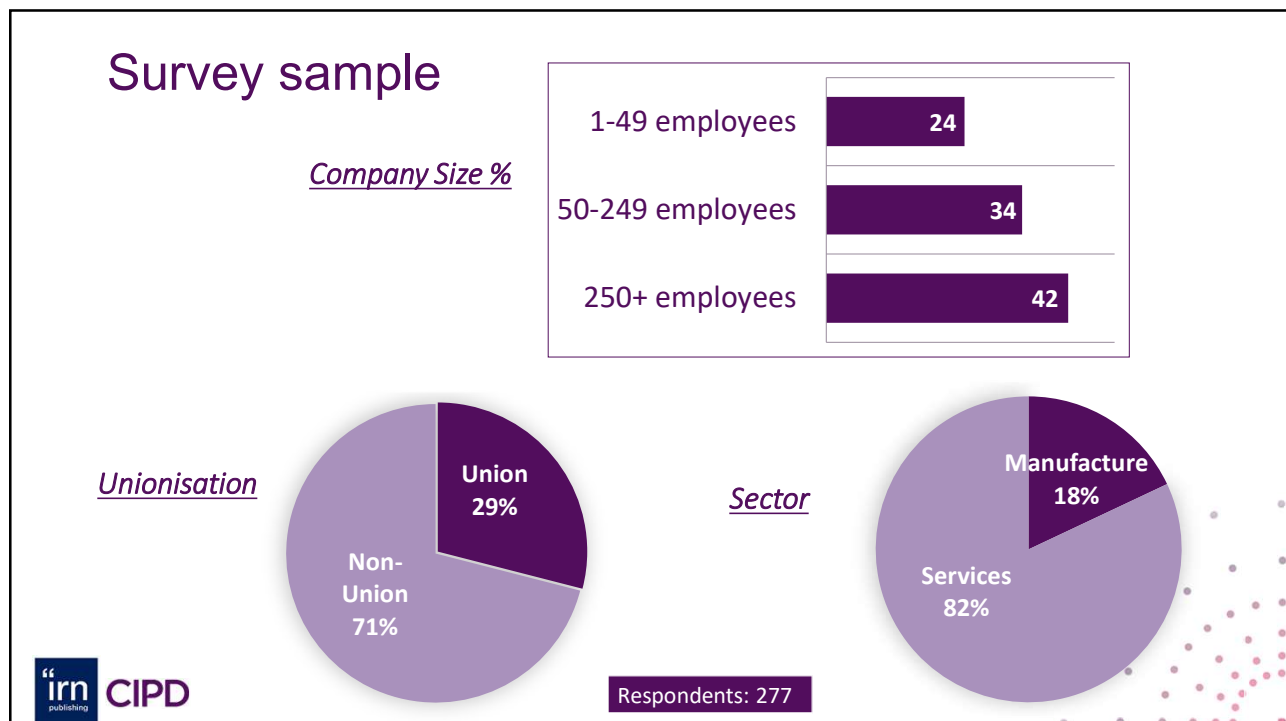
In the private sector

Mary Connaughton, Director CIPD Ireland  
6 October 2022

**CIPD**  
Championing better work and working lives



1



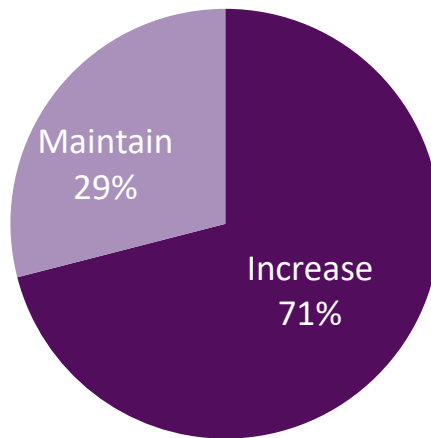
2

# Pay trends over the last 12 months



3

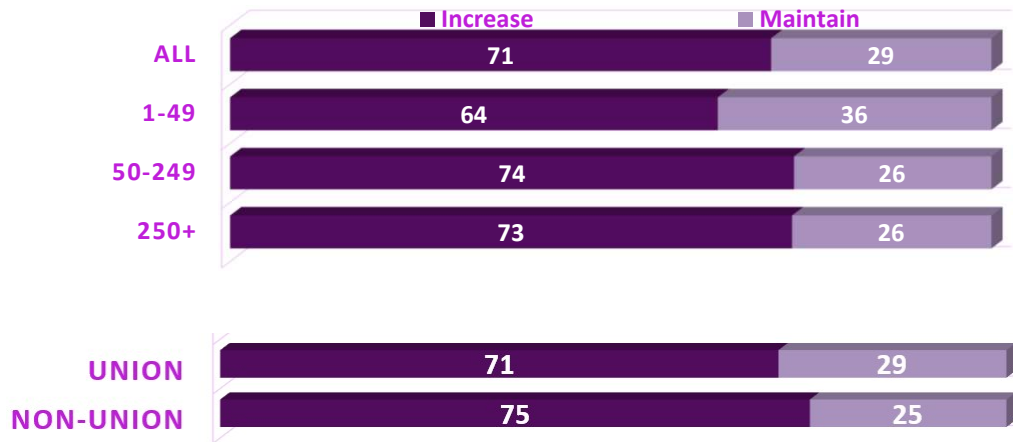
## Company treatment of basic pay rates in last 12 months



	No Decision	Decrease	Maintain	Increase
Actual		0%	29%	71%
Planned	29%	1%	32%	38%

4

## Company treatment of basic pay rates in last 12 months



irn publishing CIPD

5

## Basic pay increase in last 12 months

by company size, unionisation and sector

Total Sample	
Increase	4.64%

Company Size	1-49	50-249	250+
Increase	4.92%	5.61%	3.77%

Unionisation	Union	Non-Union
Increase	2.97%	5.45%

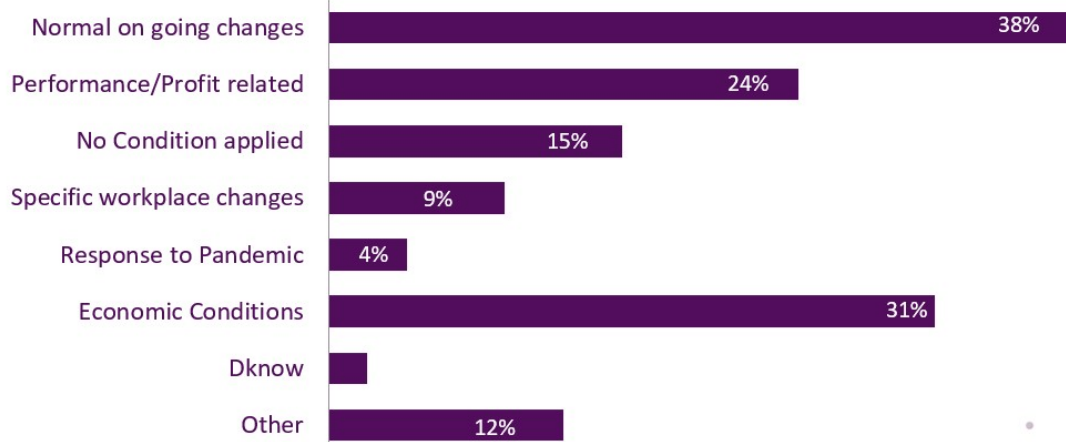
Sector	Services	Manufacturing
Increase	4.85%	3.75%

irn publishing CIPD

6

## What the last 12 months' pay increase was contingent on

Multiple Response

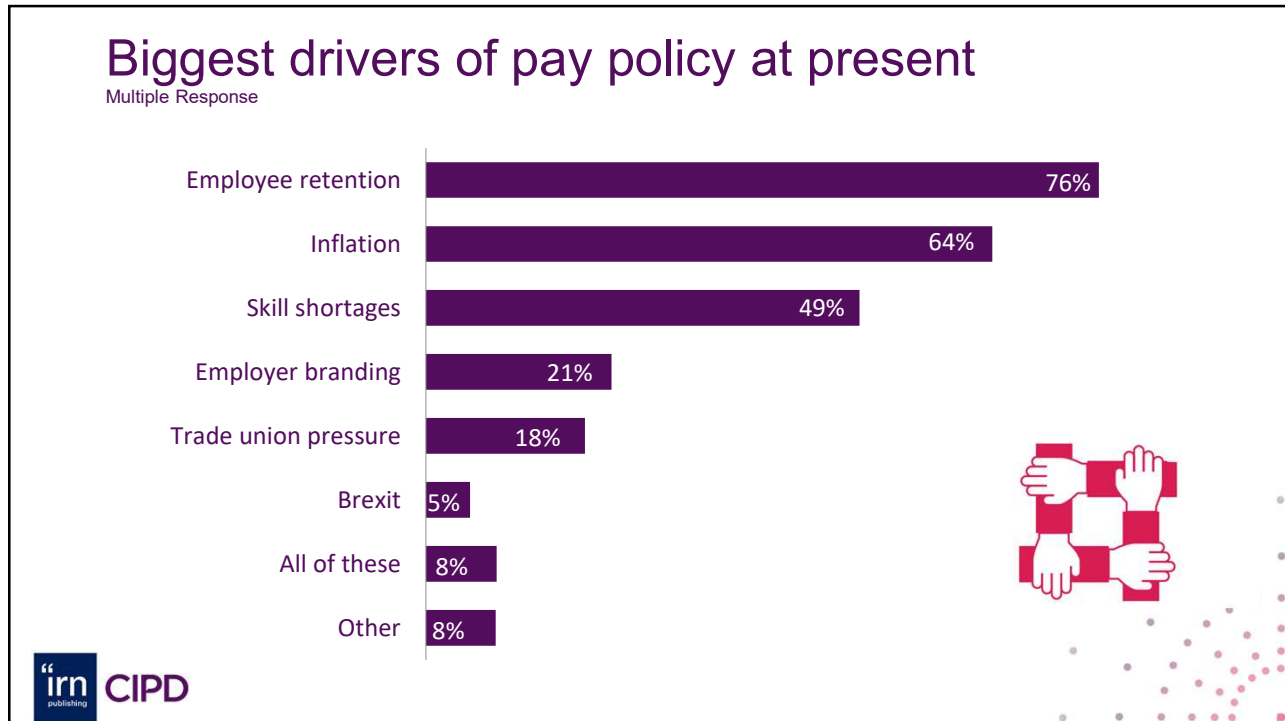


irn CIPD  
publishing

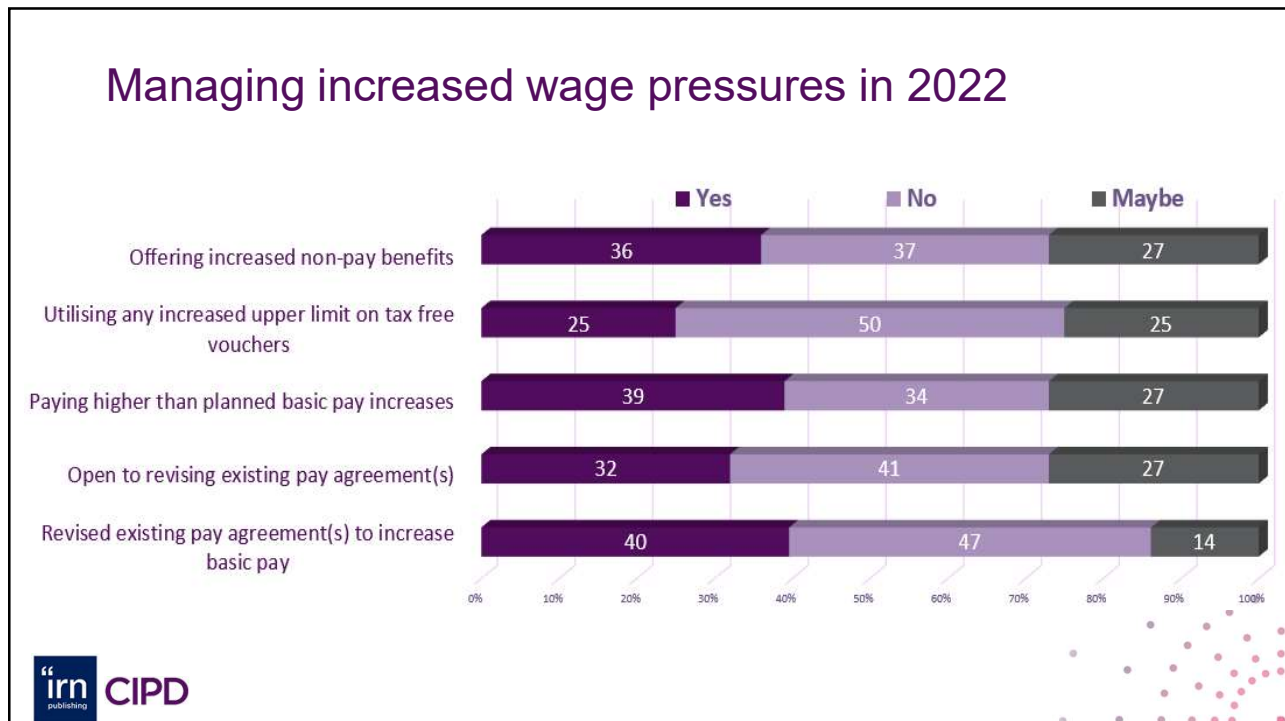
7

# Managing pay over the next 12 months

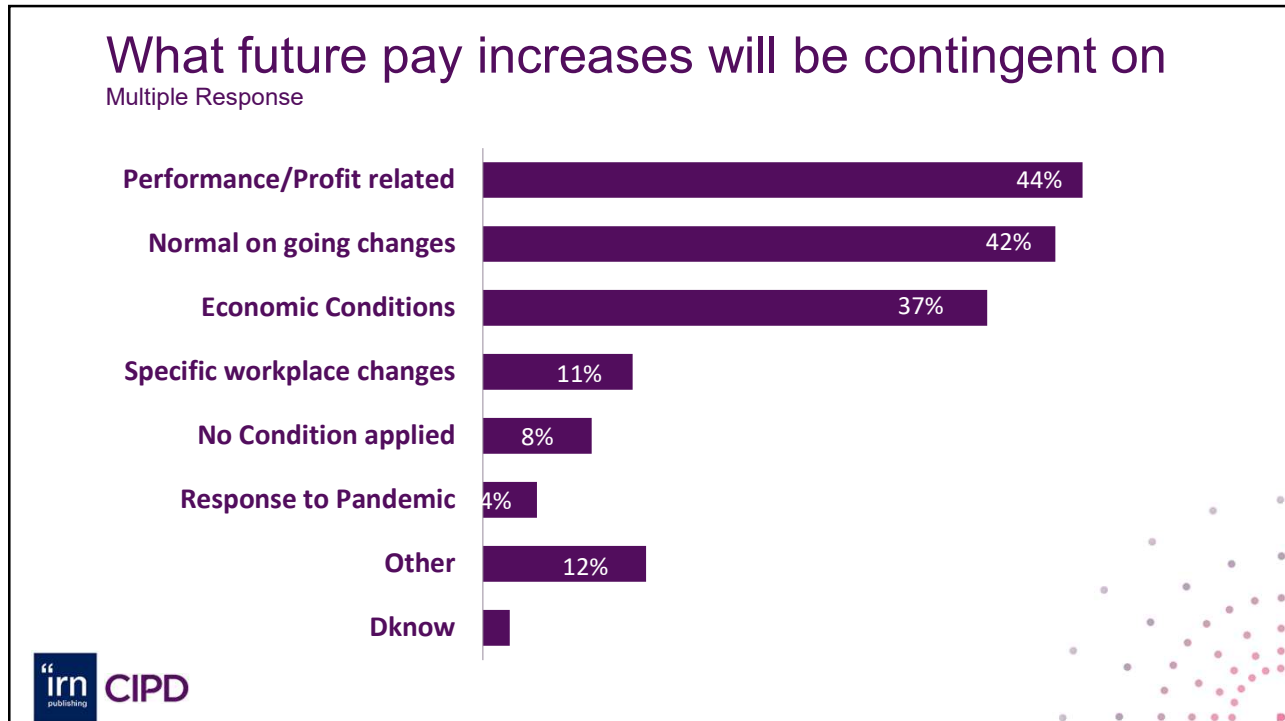
8



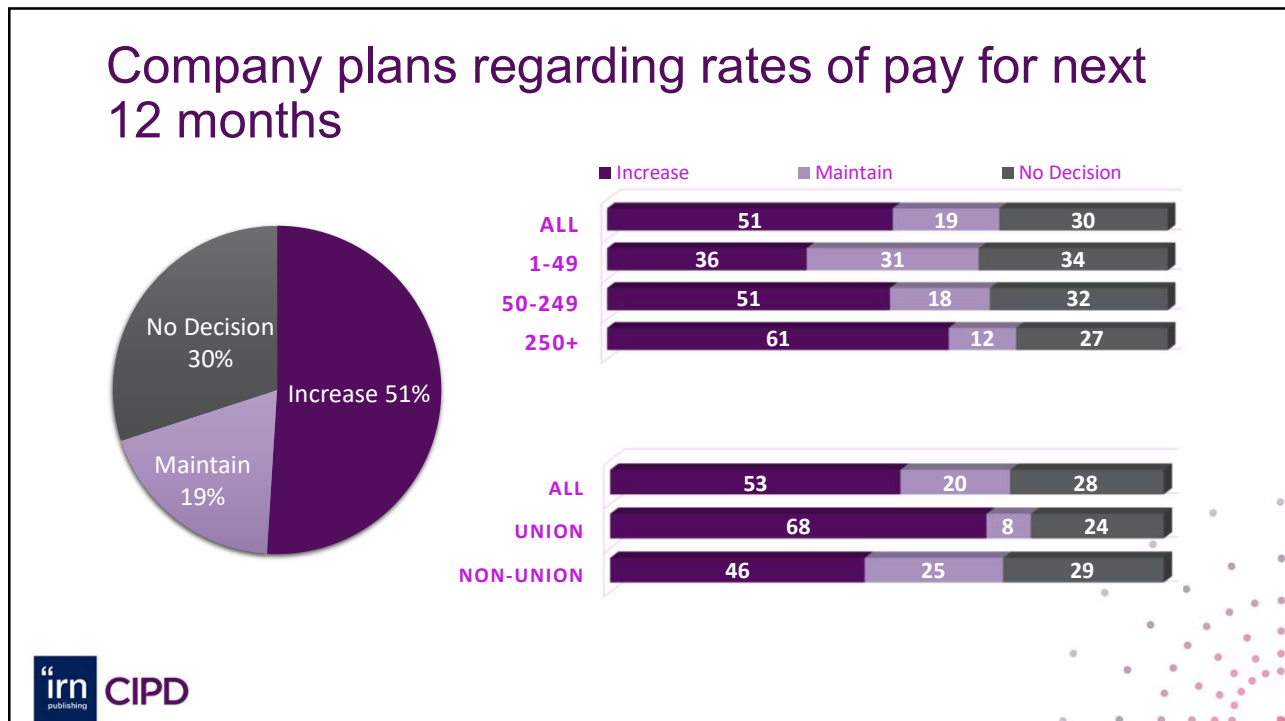
9



10



11



12

## Planned basic pay increase in next 12 months

by Company Size and Unionisation

Total Sample	
Increase	3.46%

Company size	1-49	50-249	250+
Increase	3.49%	4.34%	3.70%

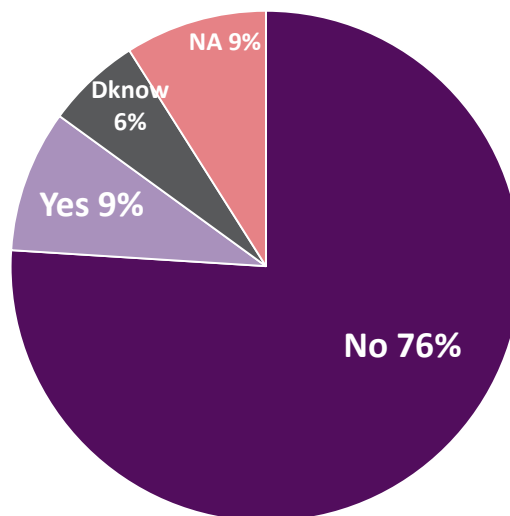
Unionisation	Union	Non-Union
Increase	3.08%	4.36%

Sector	Services	Manufacturing
Increase	3.9%	3.87%

13

## Pay remote working allowance

(€3.20 per remote workday)



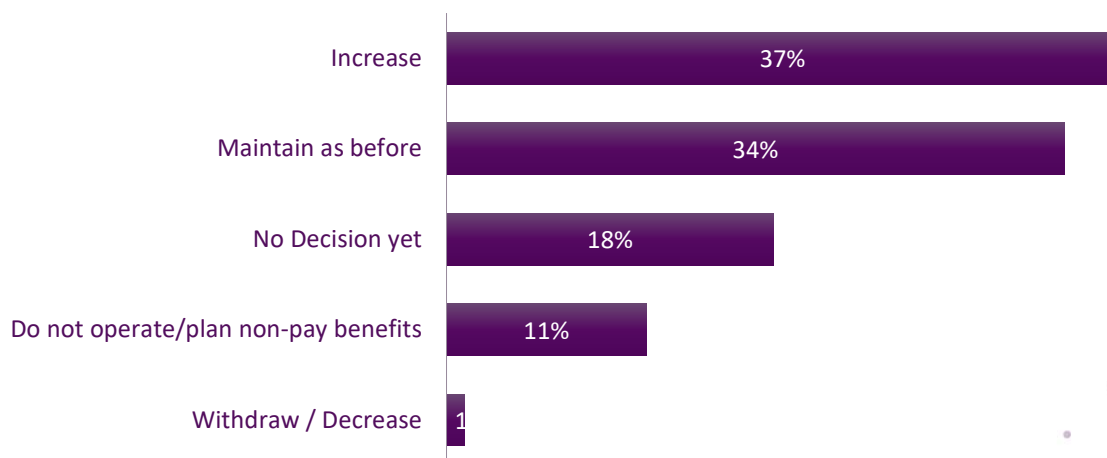
14

# Treatment of non-pay benefits



15

## Plans for non-pay benefits

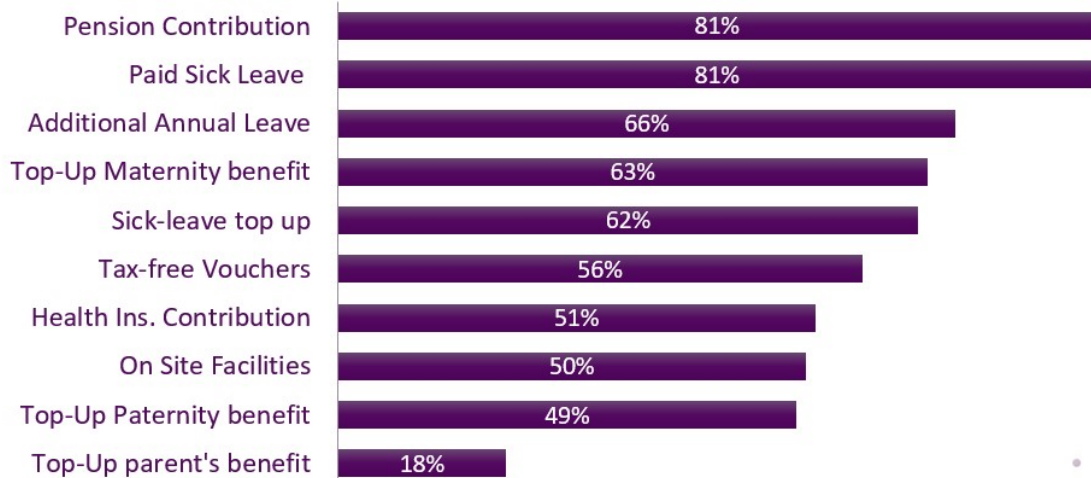


16



## Non-pay benefits currently offered

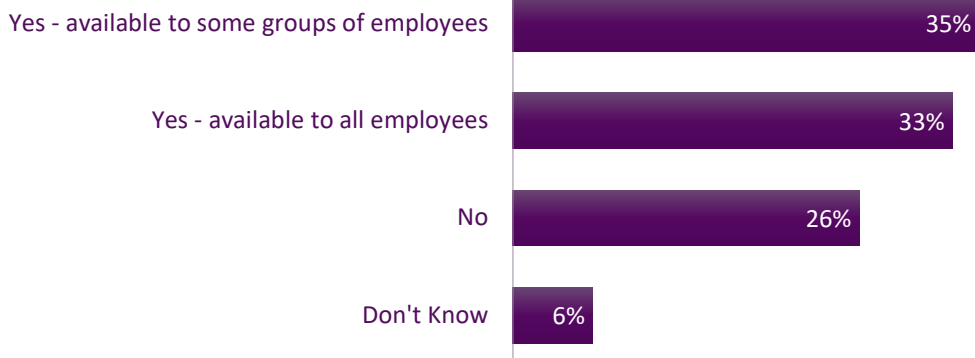
Multiple response.



irn publishing CIPD

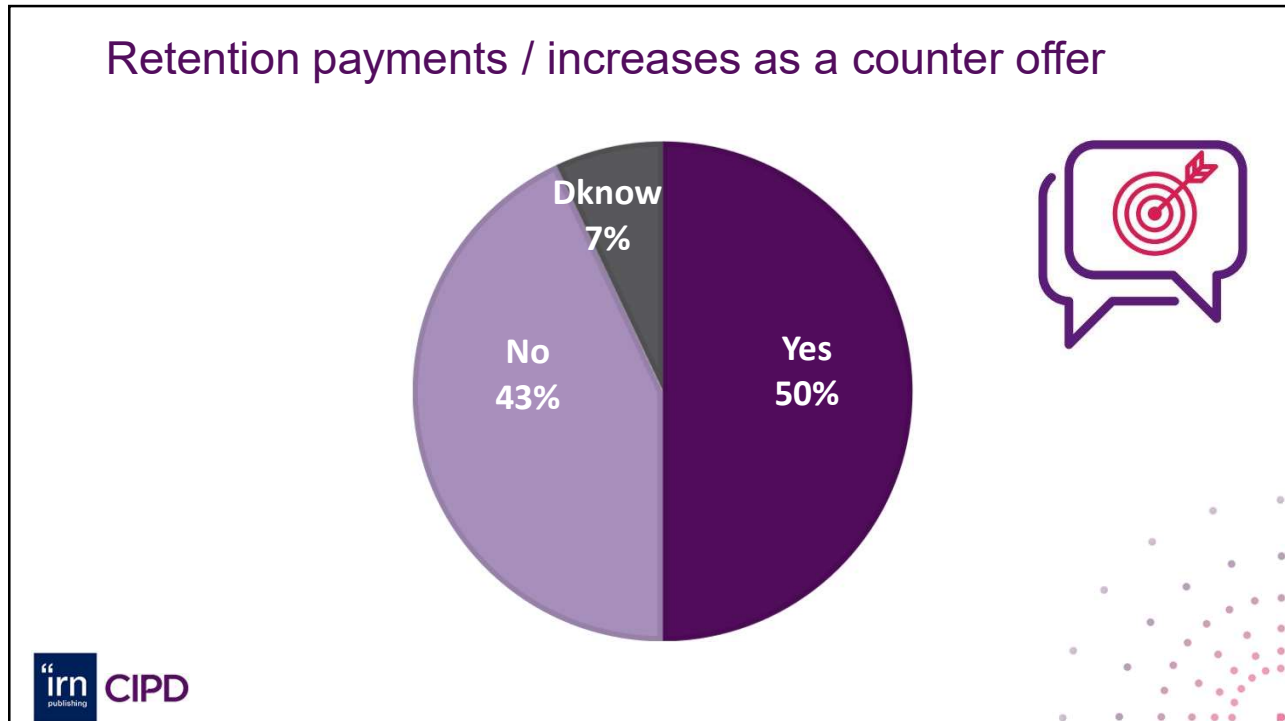
17

## Plans for bonus payments in 2022

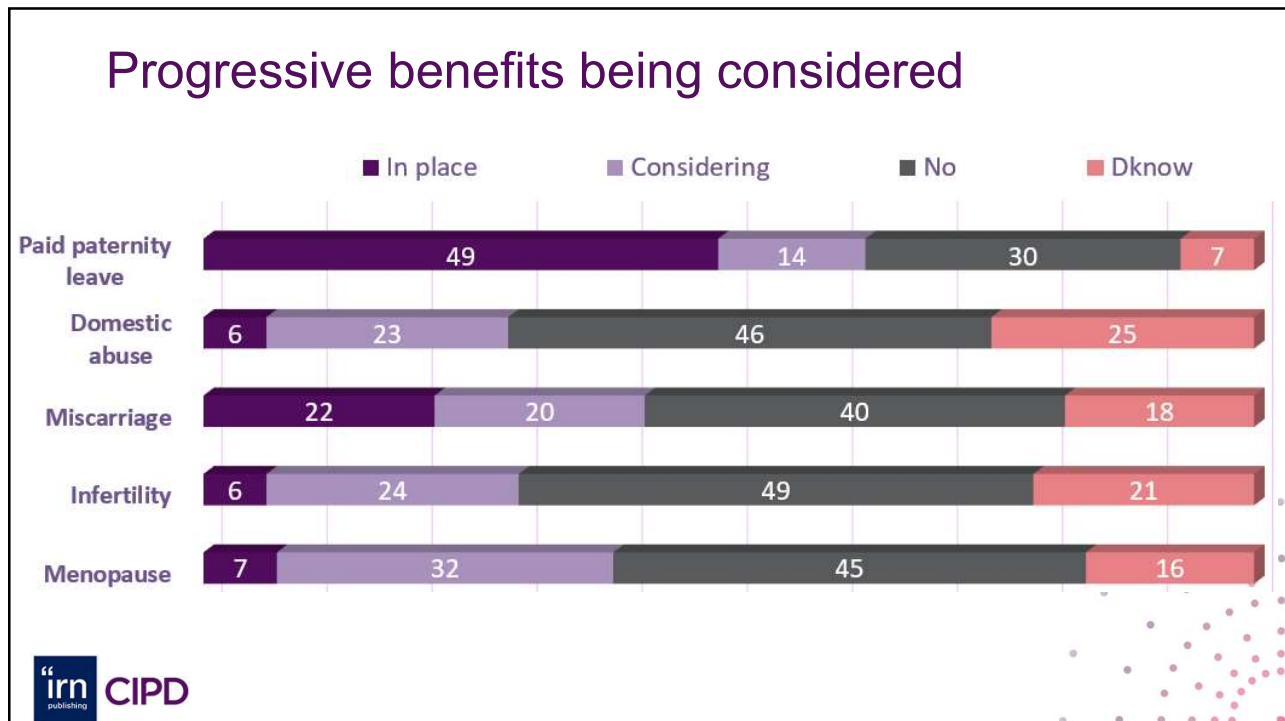


irn publishing CIPD

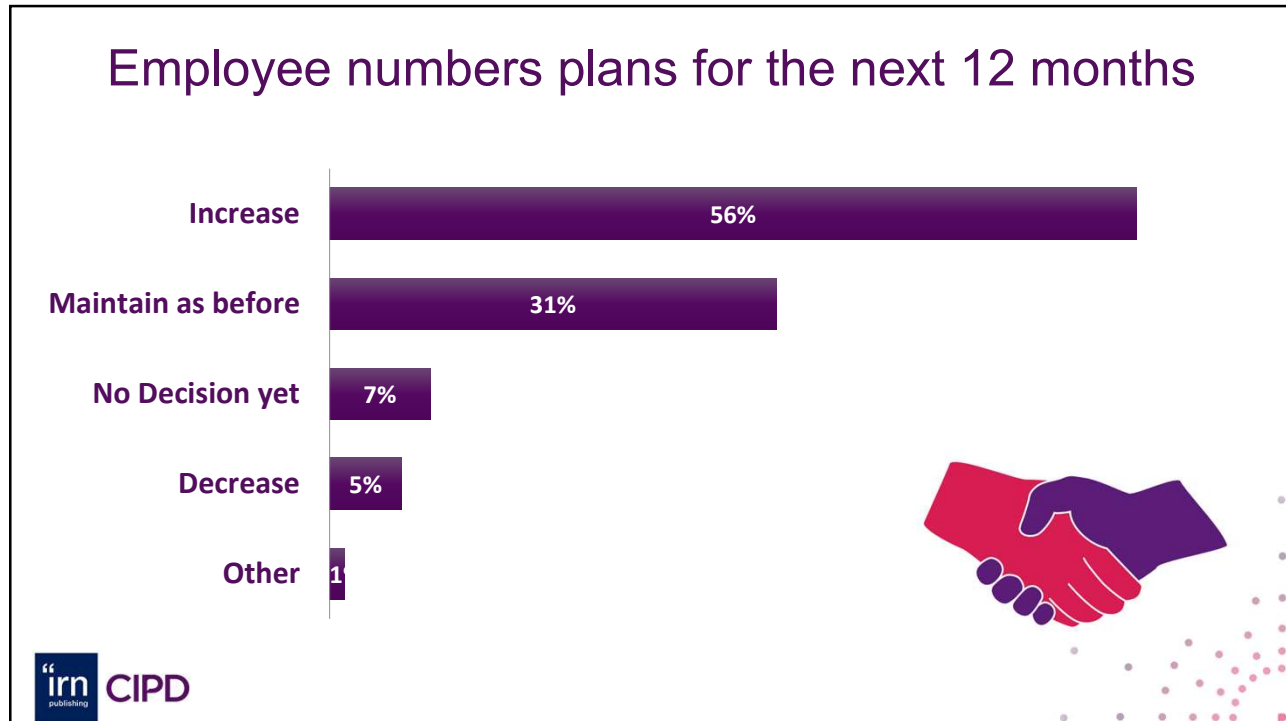
18



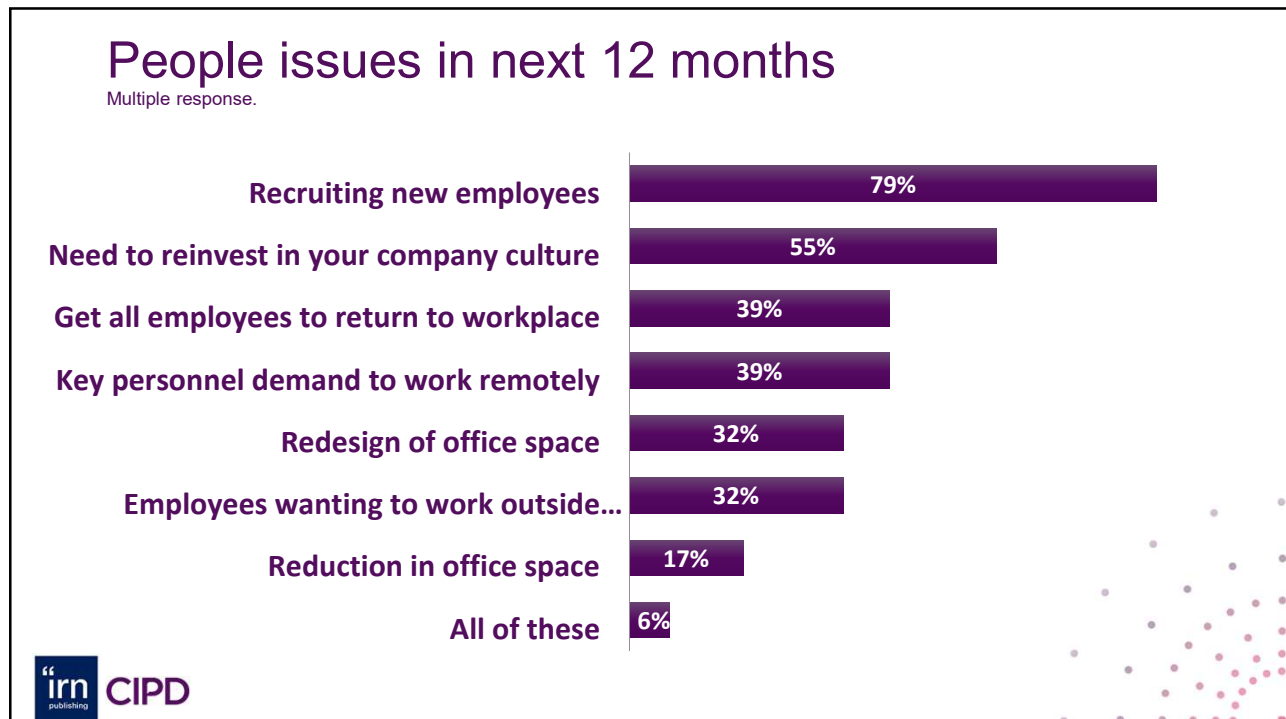
19



20



21



22

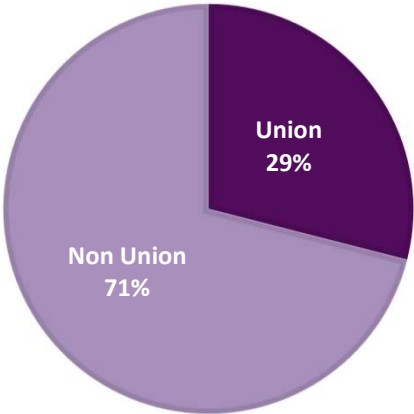


# Collective bargaining & pay agreements

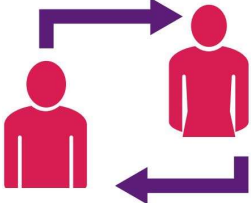


23

## Company engagement with a trade union for collective bargaining

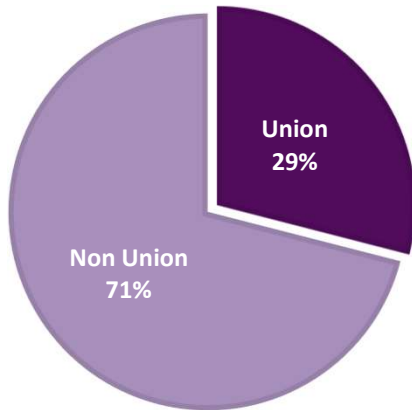


Category	Percentage
Non Union	71%
Union	29%

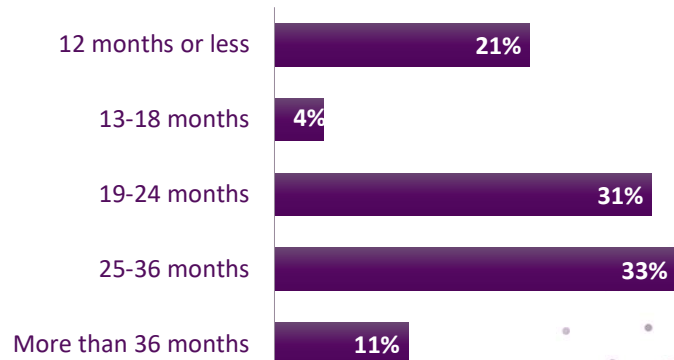


24

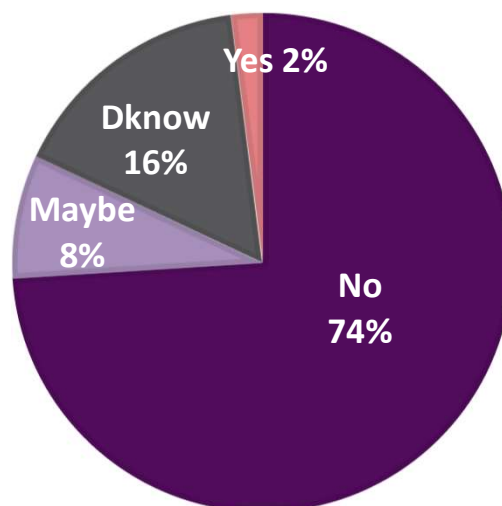
## Company engagement with a trade union for collective bargaining



### Preferred length of pay agreements among unionised companies



## Consider engagement with a trade union for collective bargaining – among non-union companies

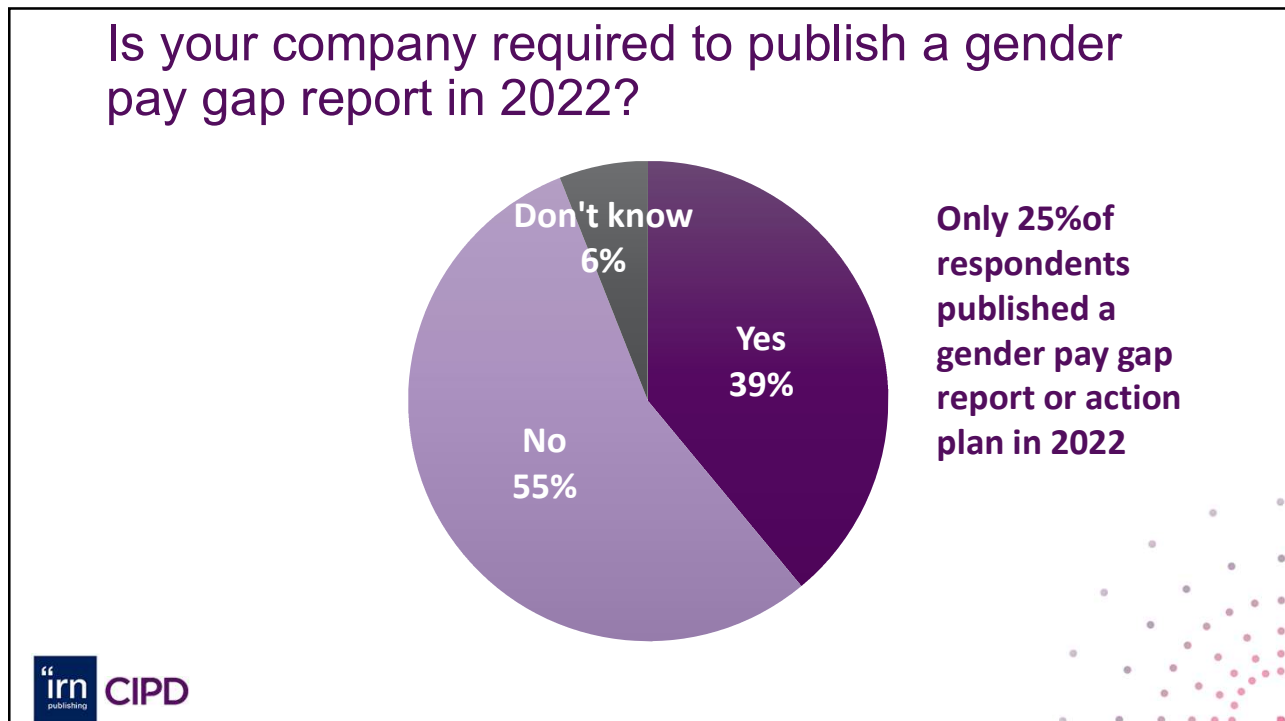




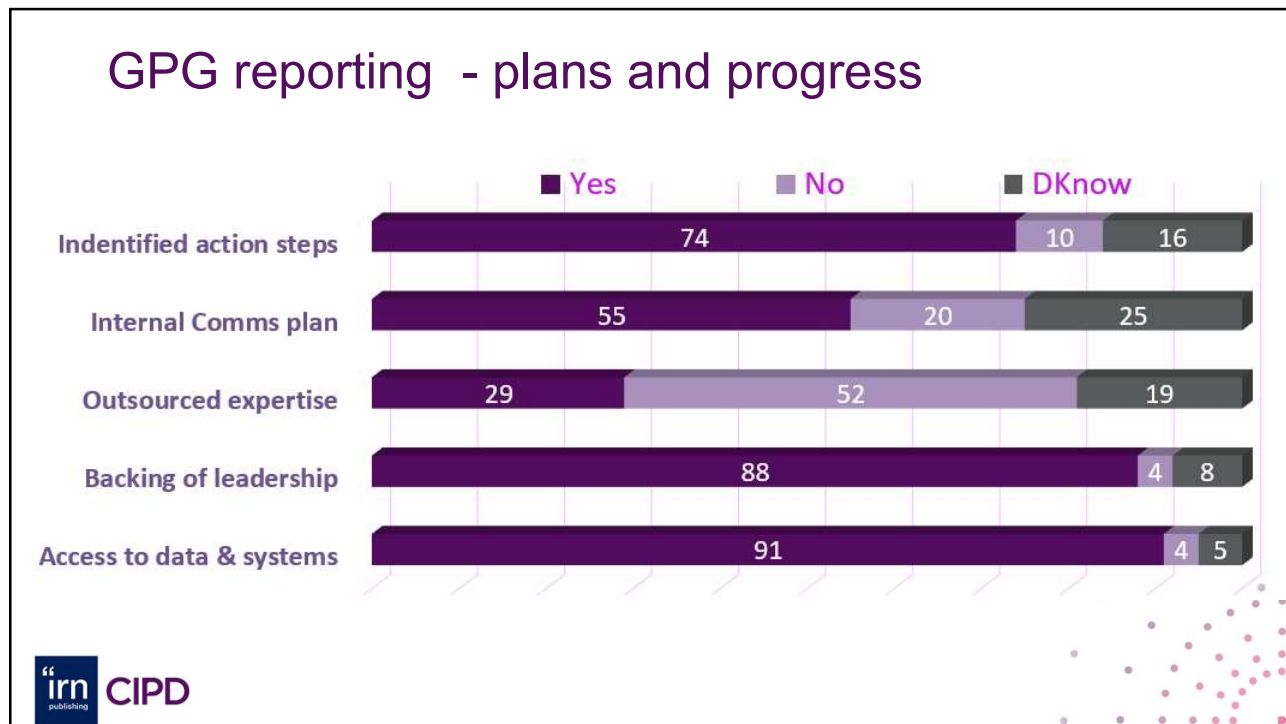
# Gender pay gap and legislative developments



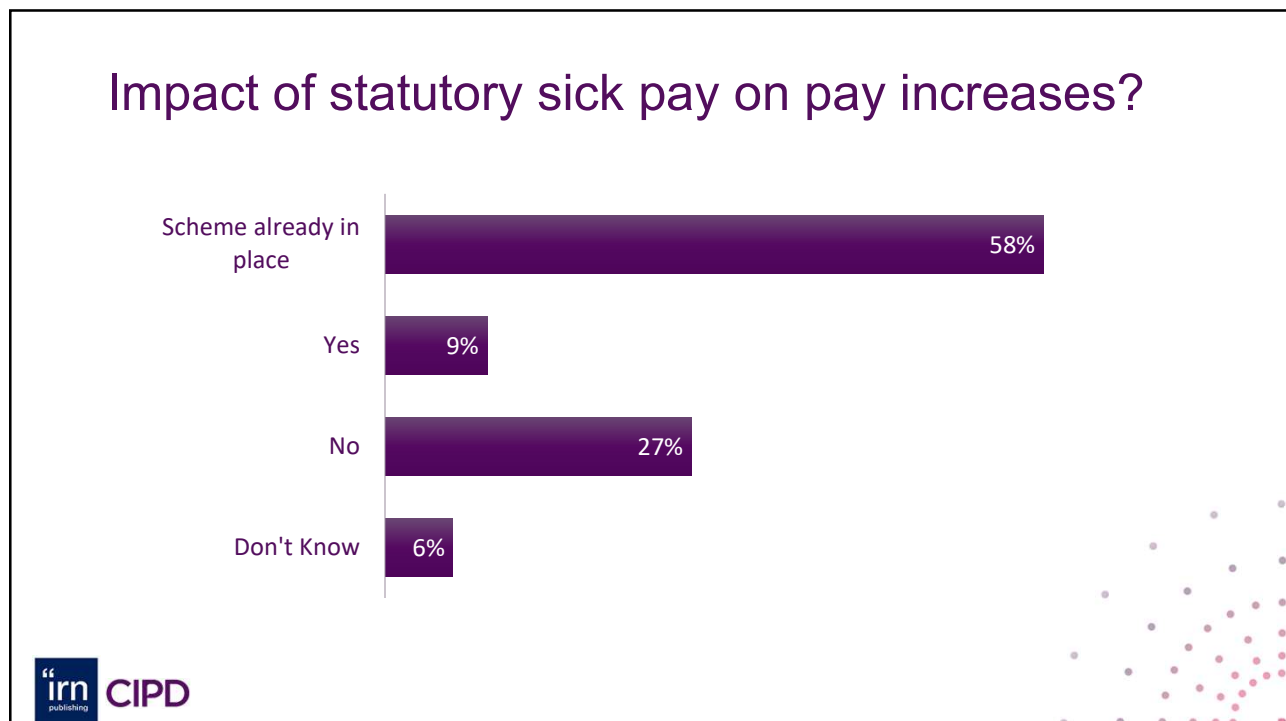
27



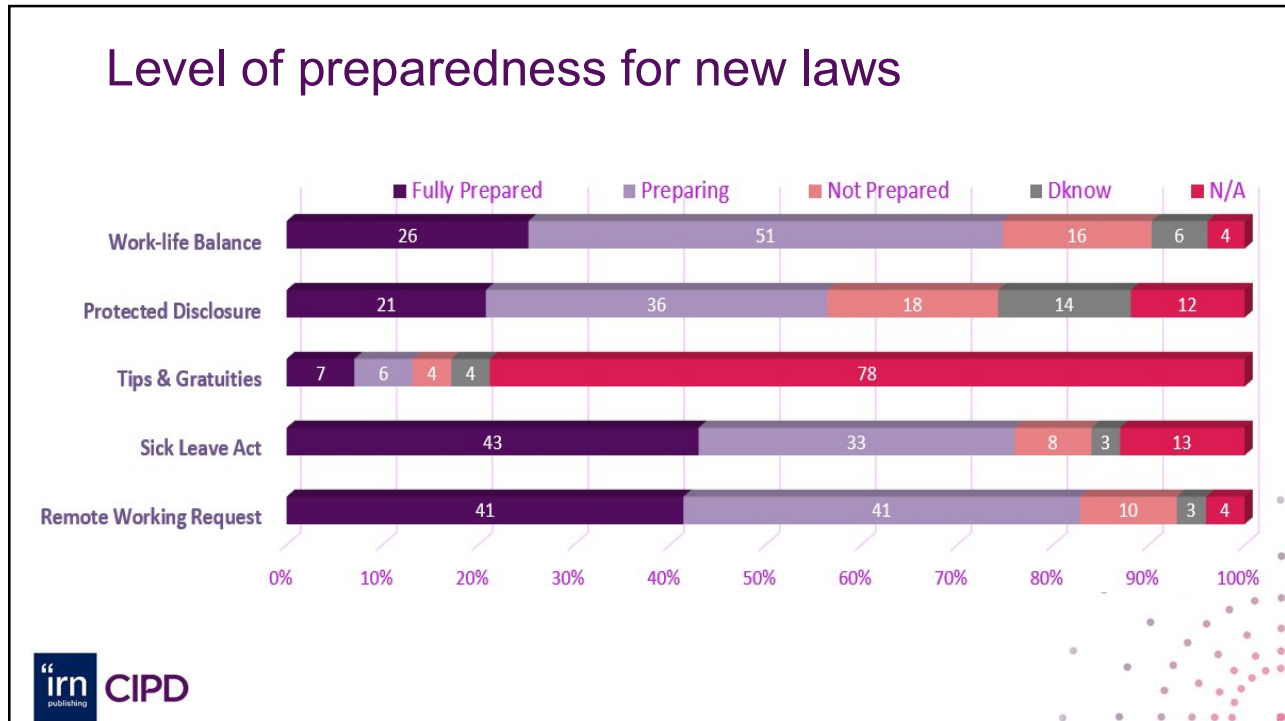
28



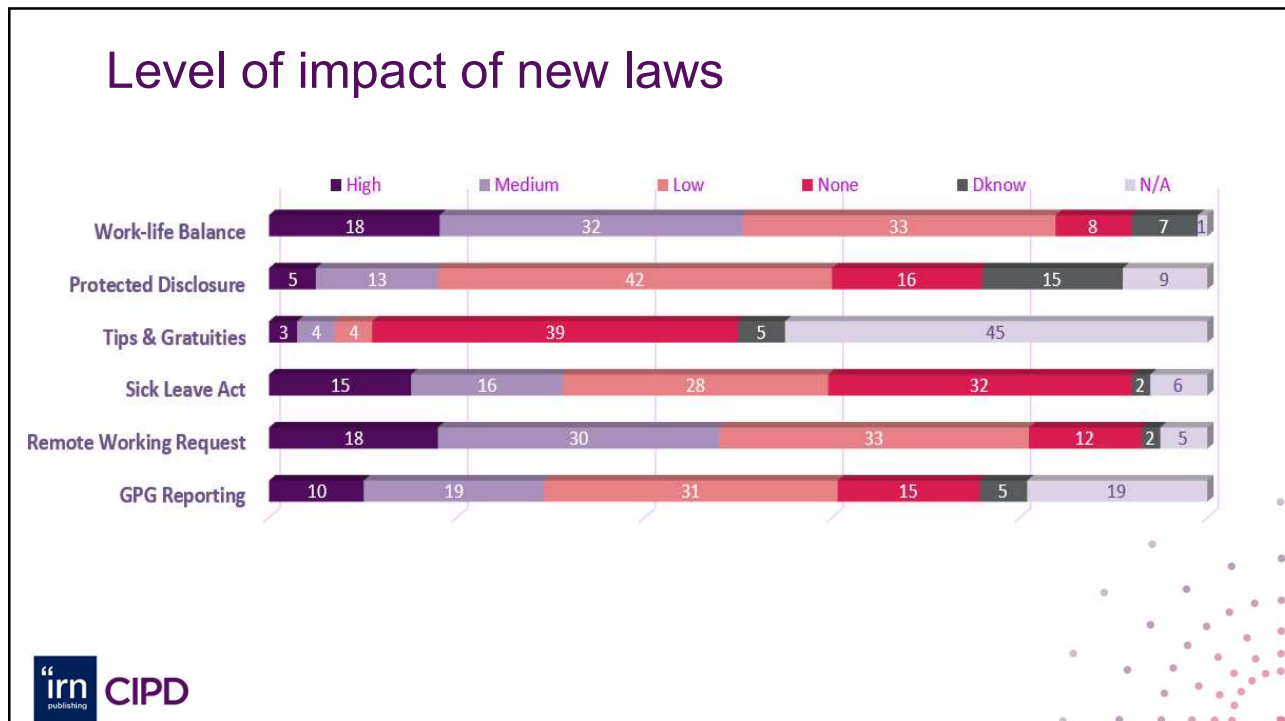
29



30

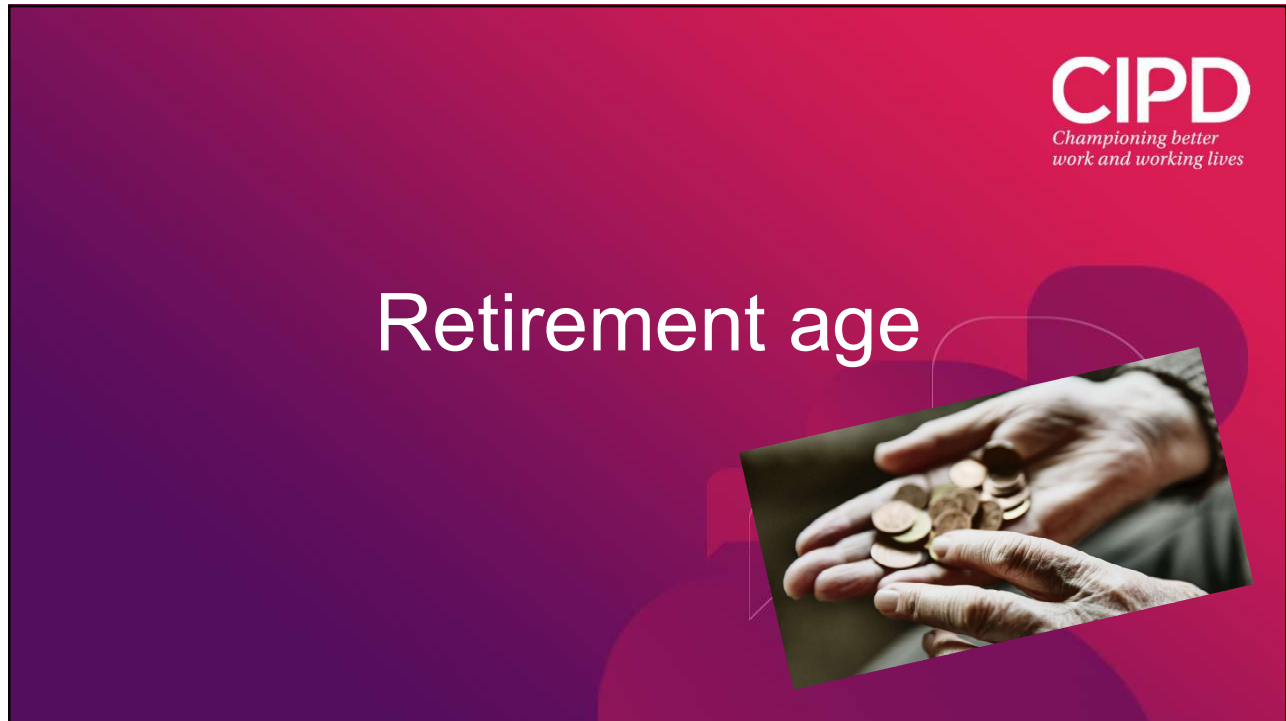


31

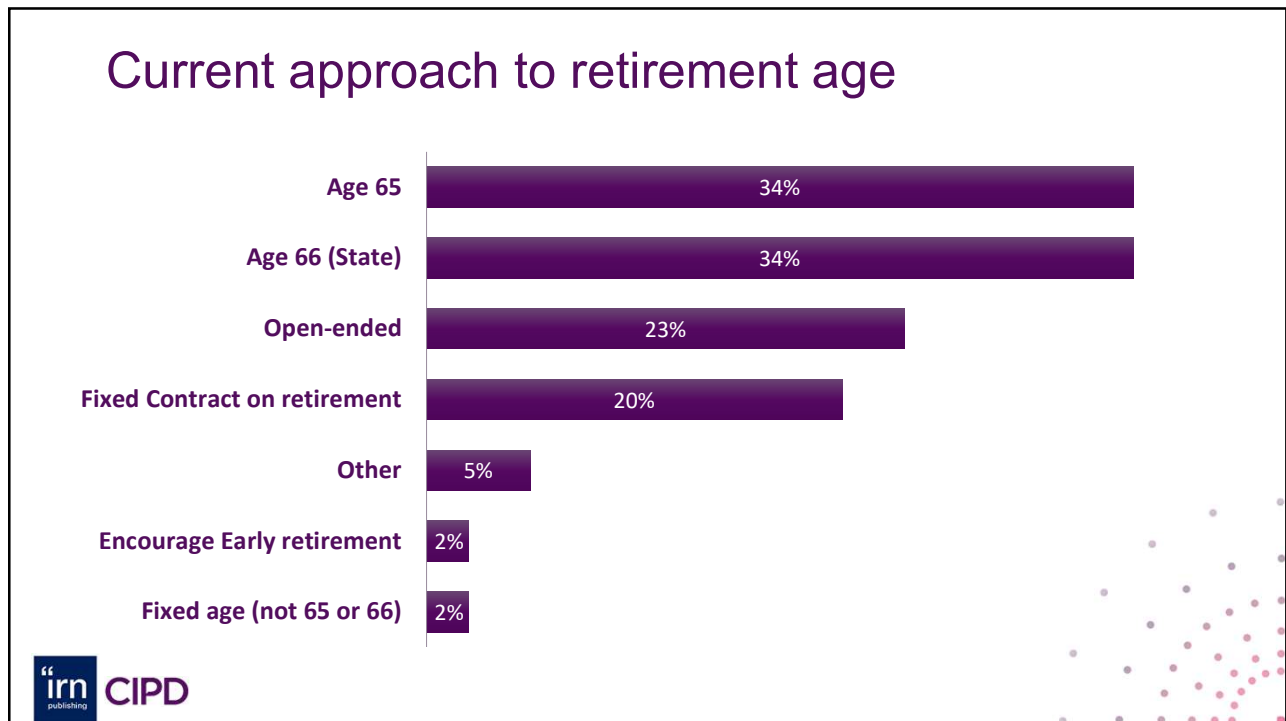


32

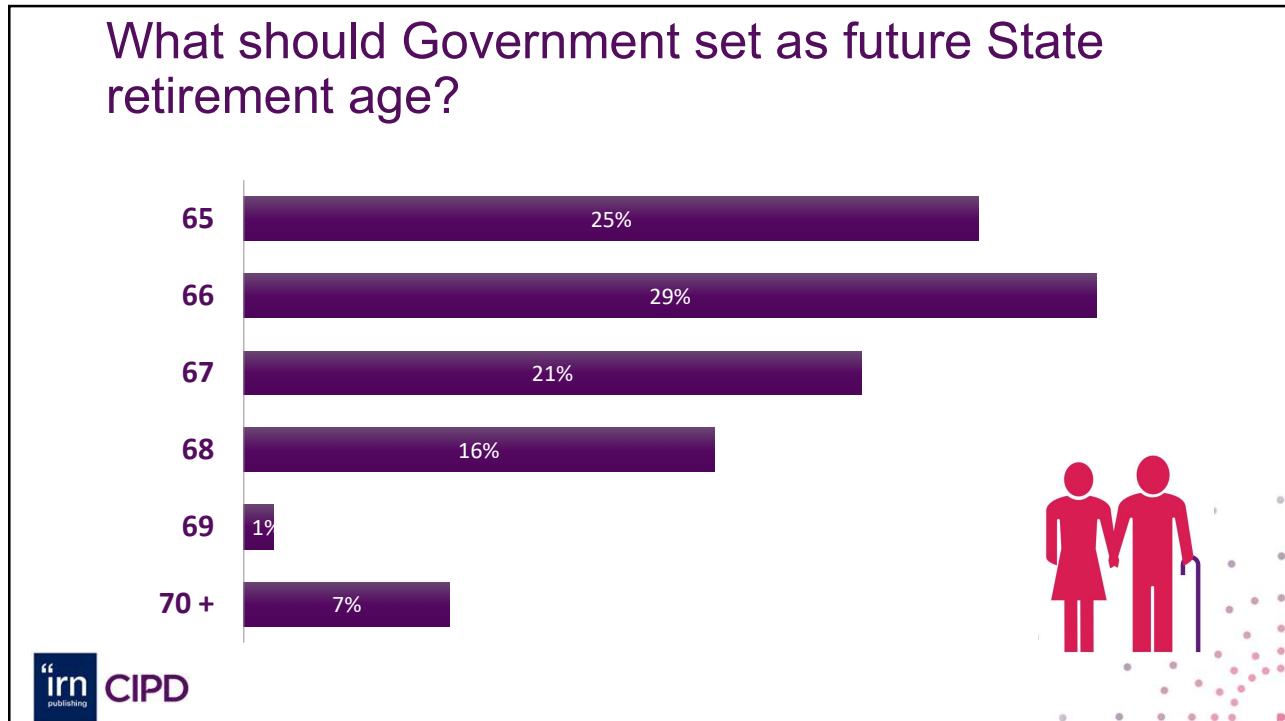




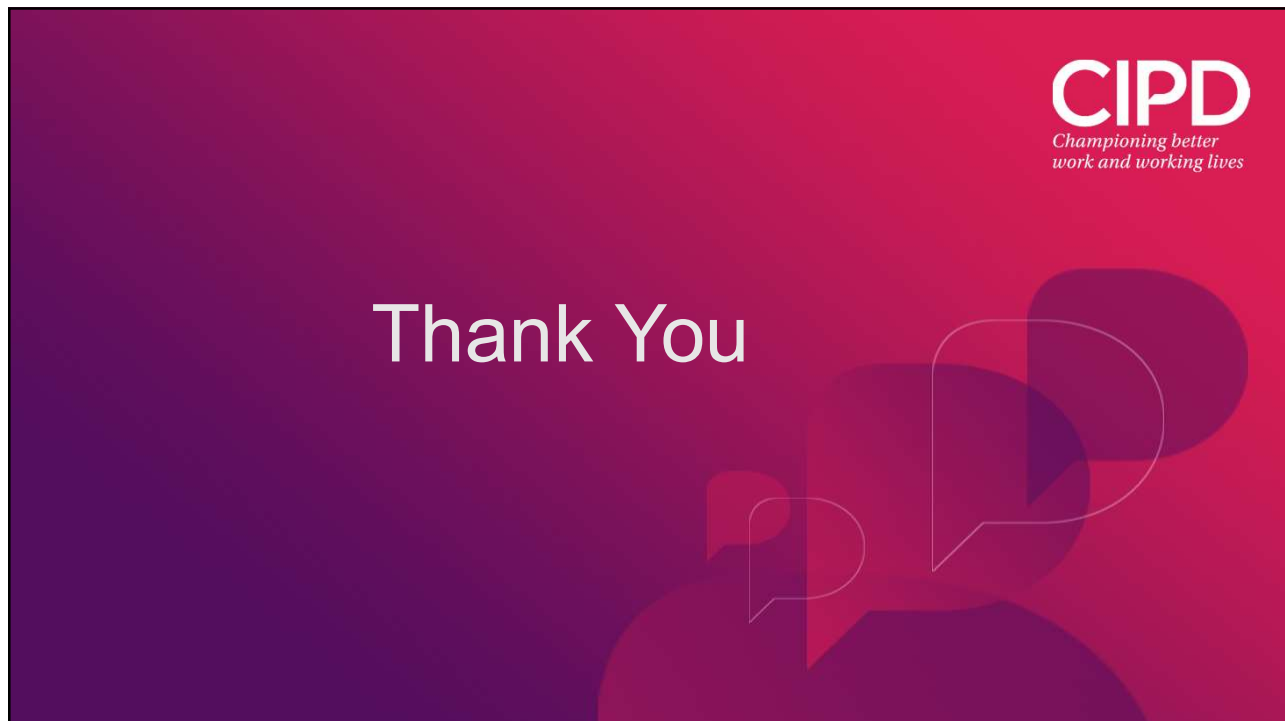
33



34



35



36